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LIBRARY
INSTITUTE OF MANAGEMENT
AND LABOR RELATIONS
JUN 20 1989
RUTGERS UNIVERSITY

AGREEMENT

BETWEEN

MAURICE M. PINE FREE PUBLIC LIBRARY
FAIR LAWN, NEW JERSEY

and the

FAIR LAWN LIBRARY EMPLOYEES GROUP

XANUARY 1, 1989 THROUGH DECEMBER 31, 1990

Prepared by:

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DeMARIA, ELLIS & HUNT
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Newark, New Jersey 07102
(201) 623-1699

Negotiations have been undertaken between the Fair Lawn Library Board of Trustees and the Fair Lawn Library Employees Group and

The matters under negotiations have been accepted by both parties to these negotiations, the undersigned representative of the parties to this document stipulate that agreement on the terms and conditions of employment have been reached and are hereto made a part of this Agreement.

It is hereby agreed that for the calendar years of 1989 and 1990:

1. All existing benefits and working conditions as outlined in staff manual shall be part of this contract. All prior contractual arrangements not codified into the staff manual shall remain in effect unless changed herein.
2. In 1989, the salary of each job title in the units represented by F.L.L.E.G. shall be increased by 7-1/4% on the base level and the salary for each job title in each unit shall be increased by 7-1/4% on each subsequent step of the salary guide.
3. In 1990, the salary of each job title in the units represented by F.L.L.E.G. shall be increased by 7-1/2% on the base level and the salary for each job title in each unit shall be increased by 7-1/2% on each subsequent step of the salary guide.

4. During each year of this Agreement, professional full-time employees shall receive 1-3/4 days vacation for each month worked, plus one day, to a maximum of 21 working days per year. Non-professional full-time employees shall receive 1-1/4 days vacation for each month worked, plus one day, to a maximum of 3 weeks plus 1 day for those with 0-4 years of service, and a maximum of 4 weeks, plus 1 day for those with 5 years or more.
5. During each year of this Agreement, all permanent part-time employees shall receive 4 weeks, plus 1 day, of vacation per year, paid on a pro rata basis, after five years of employment.
6. All permanent full-time employees shall have the option of receiving \$75.00 every other year for any eye examination and other eye care to include glasses, contact lenses and follow-up visits. One half the eligible employees shall be entitled to this benefit each year. The Director will maintain the eligibility schedule; however, employees working full-time on video display terminals shall be entitled to this benefit each and every year. Employees working on a video display terminal less than full time, but for a considerable amount of time will be eligible for this benefit each and every year, at the discretion of the Director.

7. The clothing maintenance payment shall remain at \$75.00 per annum. The clothing allowance, however, shall remain at \$175.00 per annum, and shall be payable each July.
8. The Library shall continue to provide a prescription drug program to eligible staff during the term of this Agreement. The program shall provide the same benefits as the Borough of Fair Lawn's blue/white collar plan.
9. The current night differential shall be increased to forty-five cents per hour (\$.45) effective January 1, 1989, and to fifty cents per hour (\$.50) effective January 1, 1990.
10. The Board of Trustees and F.L.L.E.G. agree to enter into collective negotiations for a successor contract no later than September 15 of the year in which the contract expires. Negotiation meetings will be held on alternate weeks until agreement is reached or unless changed by mutual agreement.
11. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing executed only by both parties.
12. A photocopy of this contract will be given to each staff member and duplicated at library expense.

13. If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.
14. This Agreement is retroactive to January 1, 1989, except where stated otherwise.

FOR THE BOARD OF TRUSTEES

Nettie Monaco
President

FOR THE FAIR LAWN LIBRARY
EMPLOYEES GROUP

Nancy Russell
President

Frank Romano
Chairperson
Negotiating Committee

TITLE	1989 - 7 $\frac{1}{4}$ %	1990 - 7 $\frac{1}{2}$ %
Principal Librn./TP	\$27,758-\$37,411 \$1,930 Increment	\$29,840-\$40,217 \$2,075 Increment
	Base 27,758 1 29,688 2 31,618 3 33,548 4 35,478 5 37,411	Base 29,840 1 31,915 2 33,990 3 36,065 4 38,140 5 40,217
Fezell	37,411	40,217
Principal Librn.	\$27,758-\$34,354 \$1,319 Increment	\$29,840-\$36,931 \$1,418 Increment
	Base 27,758 1 29,077 2 30,396 3 31,715 4 33,034 5 34,354	Base 29,840 1 31,258 2 32,676 3 34,094 4 35,512 5 36,931
Schoenberg	34,354	36,931
Zimmer.	34,354	36,931
Senior Librarian	\$24,816-\$31,089 \$1,254 Increment	\$26,677-\$33,421 \$1,348 Increment
	Base 24,816 1 26,070 2 27,324 3 28,578 4 29,832 5 31,089	Base 26,677 1 28,025 2 29,373 3 30,721 4 32,069 5 33,421
Nedswick	31,089	33,421
Whitehead	31,089	33,421
Junior Librarian	\$21,728-\$27,693 \$1,193 Increment	\$23,358-\$29,770 \$1,282 Increment
	Base 21,728 1 22,921 2 24,114 3 25,307 4 26,500 5 27,693	Base 23,358 1 24,640 2 25,922 3 27,204 4 28,846 5 29,770
Kellogg	22,921	25,922

<u>Lib. Clerk Driver-</u>	\$20,334-\$28,438	\$21,859-\$30,571
<u>Graphic Artist-</u>	\$810 Increment	\$871 Increment
<u>Superv. Lib. Asst.</u>		

Base	20,334	Base	21,859
1	21,144	1	22,730
2	21,954	2	23,601
3	22,764	3	24,472
4	23,574	4	25,343
5	24,384	5	26,214
6	25,194	6	27,085
7	26,004	7	27,956
8	26,814	8	28,827
9	27,624	9	29,698
10	28,438	10	30,571

Confrancisco	28,438	.30,571
Parcells	26,814	29,698
Holzbaur	26,814	29,698
Thurlow	23,574	26,214

<u>Senior Libr. Asst.</u>	\$17,045-\$26,087	\$18,323-\$28,044
	\$904 Increment	\$972 Increment

Base	17,045	Base	18,323
1	17,949	1	19,295
2	18,853	2	20,267
3	19,757	3	21,239
4	20,661	4	22,211
5	21,565	5	23,183
6	22,469	6	24,155
7	23,373	7	25,127
8	24,277	8	26,099
9	25,181	9	27,071
10	26,087	10	28,044

Brice	21,565	24,155
Parker	23,373	26,099
Wilson	23,373	26,099

<u>Junior Libr. Asst.</u>	\$15,233-\$22,664	\$16,375-\$24,364
	\$743 Increment	\$799 Increment

Base	15,233	Base	16,375
1	15,976	1	17,174
2	16,719	2	17,973
3	17,462	3	18,772
4	18,205	4	19,571
5	18,948	5	20,370
6	19,691	6	21,169
7	20,434	7	21,968
8	21,177	8	22,767
9	21,920	9	23,566
10	22,664	10	24,364

Superv. Maintenance Repairer	\$23,815-\$31,311 \$1,499 Increment	\$25,601-\$33,659 \$1,611 Increment
	Base 23,815 1 25,314 2 26,813 3 28,312 4 29,811 5 31,311	Base 25,601 1 27,212 2 28,823 3 30,434 4 32,045 5 33,659
Romano	31,311	33,659
Building Maintenance Worker	\$17,933-\$24,445 \$1,302 Increment	\$19,278-\$26,278 \$1,400 Increment
	Base 17,933 1 19,235 2 20,537 3 21,839 4 23,141 5 24,445	Base 19,278 1 20,678 2 22,078 3 23,478 4 24,878 5 26,278
Carroll	19,235	22,078

HOURLY RATE

TITLE 1989 - 7½% Per Hr. 1990 - 7½% Per Hr.

Principal Librn./TP 1989 Range Per Hr. 1990 Range Per Hr.
\$15.25 - \$20.56 \$16.40 - 22.10
Increment \$1.06 Increment \$1.14

Base	\$ 27,758	\$ 15.25	Base	\$ 29,840	\$ 16.40
1	29,688	16.31	1	31,915	17.54
2	31,618	17.37	2	33,990	18.68
3	33,548	18.43	3	36,065	19.82
4	35,478	19.49	4	38,140	20.96
5	37,411	20.56	5	40,217	22.10

Principal Librn. \$15.25 - 18.88 \$16.40 - 20.29
Increment \$.73 Increment \$.78

Base	\$ 27,758	\$ 15.25	Base	\$ 29,840	\$ 16.40
1	29,077	15.98	1	31,258	17.18
2	30,396	16.71	2	32,676	17.96
3	31,715	17.44	3	34,094	18.74
4	33,034	18.17	4	35,512	19.52
5	34,354	18.88	5	36,931	20.29

Fiore 18.88 20.29

Senior Librn. \$13.64 - 17.08 \$14.66 - \$18.36
Increment \$.69 Increment \$.74

Base	\$ 24,816	\$ 13.64	Base	\$ 26,677	\$ 14.66
1	26,070	14.33	1	28,025	15.40
2	27,324	15.02	2	29,373	16.14
3	28,578	15.71	3	30,721	16.88
4	29,832	16.40	4	32,069	17.62
5	31,089	17.08	5	33,421	18.36

Frank 17.08 18.36
Kern 17.08 18.36

Junior Librn. \$11.94 - 15.22 \$12.83 16.36
Increment \$.66 Increment \$.71

Base	\$ 21,728	\$ 11.94	Base	\$ 23,358	\$ 12.83
1	22,921	12.60	1	24,640	13.54
2	24,114	13.26	2	25,922	14.25
3	25,307	13.92	3	27,204	14.96
4	26,500	14.58	4	28,846	15.67
5	27,693	15.22	5	29,770	16.36

Library Clk Dr.-	\$11.17 - 15.63	\$12.01 - 16.80
Graphic Artist -	Increment \$.45	Increment \$.48
Superv.Lib.Asst.		

Base \$	20,334	\$ 11.17	Base \$	21,859	\$ 12.01
1	21,144	11.62	1	22,730	12.49
2	21,954	12.07	2	23,601	12.97
3	22,764	12.52	3	24,472	13.45
4	23,574	12.97	4	25,343	13.93
5	24,384	13.42	5	26,214	14.41
6	25,194	13.87	6	27,085	14.89
7	26,004	14.32	7	27,956	15.37
8	26,814	14.77	8	28,827	15.85
9	27,624	15.22	9	29,698	16.33
10	28,438	15.63	10	30,571	16.80

Senior Lib.Asst.	\$ 9.37 14.33	\$10.07 - 15.41
	Increment \$.50	Increment \$.53

Base \$	17,045	\$ 9.37	Base \$	18,323	\$ 10.07
1	17,949	9.87	1	19,295	10.60
2	18,853	10.37	2	20,267	11.13
3	19,757	10.87	3	21,239	11.66
4	20,661	11.37	4	22,211	12.19
5	21,565	11.87	5	23,183	12.72
6	22,469	12.37	6	24,155	13.25
7	23,373	12.87	7	25,127	13.78
8	24,277	13.37	8	26,099	14.31
9	25,181	13.87	9	27,071	14.84
10	26,087	14.33	10	28,044	15.41

Junior Lib.Asst.	\$ 8.37 - 12.45	\$ 9.00 - 13.39
	Increment \$.41	Increment \$.44

Base \$	15,233	\$ 8.37	Base \$	16,375	\$ 9.00
1	15,976	8.78	1	17,174	9.44
2	16,719	9.19	2	17,973	9.88
3	17,462	9.60	3	18,772	10.32
4	18,205	10.01	4	19,571	10.76
5	18,948	10.42	5	20,370	11.20
6	19,691	10.83	6	21,169	11.64
7	20,434	11.24	7	21,968	12.08
8	21,177	11.65	8	22,767	12.52
9	21,920	12.06	9	23,566	12.96
10	22,664	12.45	10	24,364	13.39
		8.78			9.88

Nguyen

Superv.Maintenance Repairer	\$13.09 - 17.20 Increment \$.82	\$14.07 - 18.49 Increment \$.88
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Base \$ 23,815	\$ 13.09	Base \$ 25,601	\$ 14.07
1 25,314	13.91	1 27,212	14.95
2 26,813	14.73	2 28,823	15.83
3 28,312	15.55	3 30,434	16.71
4 29,811	16.37	4 32,045	17.59
5 31,311	17.20	5 33,659	18.49

Romano	17.20	18.49
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Building Main. Worker	\$ 9.85 - 13.43 Increment \$.72	\$10.59 - 14.44 Increment \$.77
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Base \$ 17,933	\$ 9.85	Base \$ 19,278	\$ 10.59
1 19,235	10.57	1 20,678	11.36
2 20,537	11.29	2 22,078	12.13
3 21,839	12.01	3 23,478	12.90
4 23,141	12.73	4 24,878	13.67
5 24,445	13.43	5 26,278	14.44

Carroll	10.57	12.13
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